



NOTICE OF MEETING

Employment Committee

Wednesday 5 July 2017, 7.30 pm

Council Chamber, Fourth Floor, Easthampstead House, Bracknell

To: Employment Committee

Councillor McLean (Chairman), Councillor Allen (Vice-Chairman), Councillors Angell, Mrs Birch, Leake, Ms Miller, Mrs Temperton, Virgo and Worrall

Non-Voting Co-optee

Councillor Heydon

cc: Substitute Members of the Committee

Councillors Brossard, Dudley, Mrs Hamilton, Hill and Peacey

ALISON SANDERS

Director of Corporate Services

EMERGENCY EVACUATION INSTRUCTIONS

- 1 If you hear the alarm, leave the building immediately.
- 2 Follow the green signs.
- 3 Use the stairs not the lifts.
- 4 Do not re-enter the building until told to do so.

If you require further information, please contact: Priya Patel

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Bracknell

Sound recording, photographing, filming and use of social media at meetings which are held in public are permitted. Those wishing to record proceedings at a meeting are however advised to contact the Democratic Services Officer named as the contact for further information on the front of this agenda as early as possible before the start of the meeting so that any special arrangements can be made.

AGENDA

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1. Apologies

To receive apologies for absence and to note the attendance of any substitute members.

2. Declarations of Interest

Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.

Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.

Any Member with an affected Interest in a matter must disclose the interest to the meeting and must not participate in discussion of the matter or vote on the matter unless granted a dispensation by the Monitoring officer or by the Governance and Audit Committee. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.

3. Minutes from previous meeting

To approve as a correct record the minutes of the meeting of the Committee held on 15 February 2017 and the annual meeting held on 24 May 2017.

5 - 10

4. Urgent Items of Business

Any other items which, pursuant to Section 100B(4)(b) of the Local Government Act 1972, the Chairman decides are urgent.

5. Update from the Chairman of the Local Joint Committee

A verbal update from the Chairman of the Local Joint Committee.

6. **Minutes of Sub Groups**
The Committee is asked to note the minutes of the Local Joint Committee held on 15 February 2017. 11 - 12
7. **Redundancy Authorisation - Proposed Changes**
The Committee is asked to agree that the final authorisation for non-schools redundancies be made at Corporate Management Team, with the exception of Senior Officers' redundancies which will continue to be authorised at Employment Committee. 13 - 16
8. **Exit and Severance Payments**
To provide an update to the Committee on the situation regarding exit payments and to notify the Committee that a full report on severance policy has been deferred to October 2017, due to further deferral of the Government regulations. 17 - 18
9. **Exclusion of the Public And Press**
Agenda items 10-15 are supported by annexes containing exempt information as defined in Schedule 12A of the Local Government Act 1972. If the Committee wishes to discuss the content of these annexes in detail, it may choose to move the following resolution:

That pursuant to Section 100A of the Local Government Act 1972, as amended and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of the following items which involve the likely disclosure of exempt information under the following category of Schedule 12A of that Act:

(3) Information relating to the financial or business affairs of any particular person.
10. **Forestcare Contract Termination and Resultant Redundancy**
To note the staffing implications arising from the ending of the "Housing Solutions" contract and to note the corresponding redundancy of the outgoing Call Facilitator post in Forestcare. 19 - 22
11. **Restructure of Council Wide Support Services - Employment Implications**
To note the staffing implications arising from the restructure of Council Wide Support Services and to note the corresponding redundancy requirements. 23 - 42
12. **Regeneration Support Officer - Redundancy**
To agree that the post of Regeneration Support Officer be made redundant. 43 - 48
13. **Transformation Programme - Libraries Stock Management Restructure**

To agree five redundancies following an organisational restructuring of the Library Services stock and back office administration team. 49 - 58

14. **Young People Substance Misuse Worker**

To note that following the consultation with the post holder the post of Young Peoples Substance Misuse Worker be made redundant subject to the Councils redeployment process. 59 - 62

15. **Review of Personal Assistants**

To notify the Committee of a further deletion of one PA post on the grounds of redundancy following the subsequent resignation of a Chief Officer and a proposal not to fill this position. 63 - 78